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## **2022.07.19 Project Skunkworks: The 10 Radegen Biotechnology Corporate Values v3**

Creative Work by: Fernando Andrade Jr., M.S., Founder and CEO of Radegen Biotechnology. Director of the RadegenBio Skunkworks Division.

Company culture is a fundamental necessity for ensuring the happiness of Radegen Biotechnology's staff members and customers. Our culture encourages opportunities for personal growth, professional growth, transparency, productivity, understanding by listening, unambiguous communication, efficiency and ethical conduct. By clearly defining our company culture and mission we provide our staff clear expectations for both Radegen Biotechnology and staff. Our culture is designed to reduce anxieties and to create a culture that helps promote happiness. Conventional wisdom suggests that happy staff members are more innovative, more interested in their work and more productive; all characteristics associated with staff that consistently produce high quality products.

Radegen Biotechnology, its corporate leadership and staff members are committed to these values and strive for the successful fulfillment of the corporate mission.

**Corporate Mission:** Our passion for [open source synthetic biology](#) flows through everything we do. We care about building quality products, trusted relationships with our customers, and a sense of community that connects our customers and team with one another. Our passion for providing the scientific community with enzymatic reagents and synthetic DNA at an affordable price drives our purpose for work.

## The 10 Corporate Values

### 1. Choose positivity and happiness

- You strive to approach things in a positive and optimistic way
- You avoid criticizing or condemning team members or customers
- You avoid complaining
- You let the other person save face, even if they are clearly wrong
- You are deliberate about giving genuine appreciation

### 2. Default to transparency

- You take pride in opportunities to share our beliefs, failures, strengths and decisions
- You use transparency as a tool to help others
- You always state your thoughts immediately and with honesty
- You share early in the decision process, to avoid “big revelations”

### 3. Have a focus on self improvement

- You are conscious of your current level of productivity and happiness, and make continual changes to grow
- You have higher expectation of yourself, than Radegen Biotechnology does of you
- You regularly and deliberately do things that make you feel uncomfortable (volunteer to organize and run a vendor booth at a professional conference or give a technical talk at a weekly meeting)
- You practice activities and develop habits that will improve your mind and your body

### 4. Be a “no ego” doer

- You don't attach your personal self to ideas
- You are adaptable and comfortable with making decisions and working in situation of uncertainty
- You have a bias towards action: Done well today is better than perfect next week.
- You practice humility
- You ship product only if it exceeds QC standards - no matter what

### 5. Listen first, then listen more

- You seek to understand, then to be understood
- You focus on listening rather than responding
- You take the approach that everything is hypothesis and you could be wrong
- You are suggestive rather than instructive, replacing phrases such as ‘certainly’, ‘undoubtedly’, etc. with ‘perhaps’, ‘I think’, ‘my intuition right now’

### 6. Have a bias towards clarity

- You talk, code, design, recombineer and write in a clear way instead of being clever
- You over-communicate, repeating things more times than you would intuitively

- You use more words to explain, even if it feels obvious already (remember that we write and speak about complex technical concepts with processes to audiences of both experts and non-expert experts, they appreciate the refresh)
- You don't make assumptions, instead ask that extra question to have the full picture

#### 7. Make time to reflect

- You deliberately find time for reflection, because that's where your life-changing adjustments come from
- You have a calm approach to discussion and ponder points in your own time
- You find time to jump out of the trenches into higher level thinking that will move the needle
- You understand the value of patience and treat it as a muscle which needs practice to grow

#### 8. Live smarter, not harder and choose to live deliberately

- You value waking up fresh over working that extra hour
- You always aim to be fully engaged in an activity, or resting
- You single task your way through the day
- You are at the top of your game, as you focus on expanding capacity of your mental, physical, emotional and spiritual energy
- You choose to be at the single place on Earth where you are the happiest and most productive, and you are not afraid to find out where that is

#### 9. Show gratitude

- You regularly stop and are grateful for your circumstances
- You are grateful for the work co-workers do to push the company forward and to help you move faster
- You approach customer conversations with humility and the knowledge that it's a privilege to serve these people
- You have gratitude for platforms, tools and open source that laid the foundation for the possibility of the company: "If I have seen further it is by standing on the shoulders of giants" - Sir. Isaac Newton

#### 10. Do the right thing

- You choose what's best for customers, staff members and the company in the long-term
- You correct the mistakes even when no one would notice
- You strive to provide the best solution, even if that means forgoing profit
- You get excited about opportunities to help others become available
- You always choose to follow standard ethical practices in your professional and personal conduct
- You always choose to keep abreast of the state of the art in the theoretical and technical practice of your discipline

Inspired by: <https://theundercoverrecruiter.com/buffer-company-culture/>